



County of Los Angeles CHIEF EXECUTIVE OFFICE

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January 30, 2013

To: Supervisor Mark Ridley-Thomas, Chairman
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From: William T Fujioka
Chief Executive Officer

PUBLIC LIBRARY REQUEST TO APPOINT MS. YOLANDA DE RAMUS TO THE POSITION OF CHIEF DEPUTY COUNTY LIBRARIAN (UNCLASSIFIED)

The Public Library, with the support of the Chief Executive Officer (CEO), requests approval to appoint Ms. Yolanda De Ramus to the vacant and budgeted position of Chief Deputy County Librarian (UC), Item No. 8362, at an annual base salary of \$158,429. The base salary placement for Ms. De Ramus onto Management Appraisal and Performance Plan (MAPP) Tier I Salary Range R16 (the Board approved range for this position) will place Ms. De Ramus in the second quartile of the range. This salary is recommended based on Ms. De Ramus' extensive experience and the roles and responsibilities she will perform as Chief Deputy County Librarian for the Public Library.

Ms. De Ramus has more than 16 years of progressively responsible experience working in five different departments for the County of Los Angeles including six years with the Public Library. Her experience with multiple departments has provided Ms. De Ramus with a thorough understanding of County internal operations and scope of the County's mission. During her tenure with the Public Library, Ms. De Ramus served as the department's finance manager with responsibility for managing budget, accounting, inventory control, and internal controls. Subsequently, Ms. De Ramus served as Administrative Deputy for the past three years with responsibility for managing a combined operating and capital budget that exceeds \$250 million and directing through subordinate managers the human resources, support services, and finance divisions.

As a member of the Public Library's management team, Ms. De Ramus has made a number of notable contributions to the organization which have included providing

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executive oversight of the implementation of eProcurement Phases I – III, eHR, and eCommerce Phases I/II; leading the development of a web-based internal requisitioning and financial application system which improved the efficiency and effectiveness of internal operations; assisting in the development of the department's new strategic plan; and leading a task force comprised of consultants, Board Deputies, and Library Commissions to evaluate the Special Tax funding structure.

As Chief Deputy, Ms. De Ramus will formally move to a broader level of management and greatly assist the County Librarian in running the department and in the provision of high-quality public library services to the residents of the unincorporated areas and 50 cities, a role that she has been, in large measure, filling for the past year. In this capacity, Ms. De Ramus will have executive authority for line operations of the department's four branches: Administrative Services, Capital Projects & Facilities, Information Systems, and Public Services. Ms. De Ramus has dealt with numerous and varied complex issues and has experience working with Board offices, city officials, and other government officials. In addition, Ms. De Ramus possesses a Master's degree in Business Administration.

In accordance with policy concerning managerial appointments, unless otherwise instructed by the Board by February 13, 2013, the CEO will advise the Public Library that authorization has been granted to proceed with Ms. De Ramus' appointment to Chief Deputy County Librarian (UC), at an annual base salary of \$158,429, effective no sooner than February 14, 2013.

If you have any questions, please contact me, or your staff may contact Paul Coyne at (213) 974-2484.

WTF:BC:ES
PC:AP:ra

c: Public Library
Executive Office, Board of Supervisors
County Counsel

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